North Central Regional Transit District

Resolution 2008-08

UPDATED 2008 ZERO TOLERANCE FTA DRUG AND ALCOHOL TESTING POLICY

WHEREAS, the North Central Regional Transit District ("District") is concerned about the effects of the use of illegal drugs, controlled substances and abuse of alcohol upon the health and safety of its employees and passengers; and,

WHEREAS, to address these concerns, it is our policy to ensure that employees are not impaired in their ability to perform assigned duties in a safe, productive and healthy manner; and,

WHEREAS, to create a workplace environment free from the adverse effects of drug abuse and alcohol misuse; and,

WHEREAS, to prohibit the unlawful manufacture, distribution, dispensing, possession or use of controlled substances; and,

WHEREAS, to encourage employees to seek professional assistance anytime personal problems, including alcohol or drug dependency, adversely affect their ability to perform

assigned duties; and,

WHEREAS, this policy would assure our workers fitness for duty and to protect employees, passengers, and the public from the risks posed by the misuse of alcohol and use of prohibited drugs; and,

WHEREAS, this policy is intended to comply with all applicable Federal regulations governing workplace anti-drug programs in the transit industry.

NOW, THEREFORE, BE IT RESOLVED that the North Central Regional Transit District Board of Directors hereby adopts the FTA Drug and Alcohol Testing Policy, zero tolerance, revised as of May 23, 2008.

PASSED, APPROVED AND ADOPTED BY THE GOVERNING BODY OF THE NORTH CENTRAL REGIONAL TRANSIT DISTRICT ON THIS 6th DAY OF JUNE, 2008

Mike Anaya, Chairman

Approved as to form:

Mark A. Basham, Counsel